



Administrative Progress Report (APR) April 2007

To: POST Commissioners and Advisory Committee Members

From: HAL SNOW
Interim Executive Director

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

POST PARTNERS TO RECEIVE CHANCELLOR'S OFFICE GRANT FUNDING

POST's grant proposal in the amount of \$187,000 for the development of additional on-line instructor development training has been submitted to the California Community College Chancellor's Office. If approved, POST will again partner with the South Bay Regional Public Safety Training Consortium (SBRPSTC).

POST and SBRPSTC are completing development of an on-line training course focused on what good training looks like in the classroom. The interactive on-line lessons give instructors scenarios with decision points to employ various teaching methodologies (lecture, activities, video, etc.). Instructors receive feedback based on their choices. The on-line training will be made available to POST clients via the Learning Portal, and to other public safety stakeholders through the SBRPSTC website.

It is anticipated the grant will subsidize training that will earn credit for four hours of on-line Continuing Professional Training. Previous grant funding is supporting development of a two-hour on-line course for instructors. POST's objective for 2007/08 is to have at least eight hours of instructor development training available on-line. This would enable instructors in the Academy Instructor Certificate Program to meet the three-year recertification requirement entirely on-line. And it will help POST's cadre of instructors complete the triennial recertification requirement for academy instructors or serve as refresher training. Instructor development is in furtherance of POST Strategic Plan Objective B.6, "Develop adequate training opportunities to allow all instructors who teach in POST-certified training courses to stay current and refreshed."

Questions about the Chancellor's Grant may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or Bryon.Gustafson@post.ca.gov.

POST BEGINS TRANSITION FROM SOCIAL SECURITY NUMBER TO POST ID

POST Computer Services Bureau has created a new entry in the POST database that will eventually eliminate the need for entering Social Security Numbers (SSN) on Course Rosters. This new unique identifier, called the POST ID, has been issued to all persons in the POST database. Several reports available in the EDI system are now printing this identifier in place of the SSN. The POST ID addresses identity theft concerns expressed by the field.

In April, the new EDI Course Certification system stopped requiring Social Security Numbers on Instructor Resumes. The POST ID is accepted in place of the SSN. Presenters entering course information into the system were provided a program to “look up” the POST ID by Instructor name with either a birth date or the last four digits of the SSN.

Computer staff will redesign the programs used by POST staff to enter Course Rosters that accept either the SSN or the POST ID. This will allow trainees to enter the POST ID or the SSN on a Course Roster during a six-month transition period. At the end of the six-month transition period, the SSN will be eliminated from all POST rosters.

A bulletin will be released announcing these changes as soon as the necessary programs are modified and tested. Questions about the implementation of the new POST IDs may be directed to Bureau Chief Mitch Coppin, Computer Services Bureau, at (916) 227-4850 or Mitch.Coppin@post.ca.gov.

10,000th USER REGISTERED ON POST LEARNING PORTAL

At the beginning of the month, POST celebrated the 10,000th registered user of the Learning Portal. (By April 30th, that number grew to 10,400.)

Users can access three different courses and over 50 different resources, including audio files, PowerPoint, and various high-profile reports (LEOKA, EPO, etc.). Over 8,900 course completions have been recorded, representing over 30,680 hours of CPT credit.

Completing courses on the Learning Portal can reduce costs by not incurring presentation, reimbursement, or course roster processing. Using the Law Enforcement Response to Terrorism course as an example, POST would have incurred \$399,500 in presentation costs for the students that have completed the course on-line so far. As the number of LERT course completions increase, the savings will increase as well, with no further costs to POST.

Questions or comments about the Learning Portal may be directed to Supervisor Jan Myyra, Learning Technology Resource Center, at (916) 227-4550 or Jan.Myyra@post.ca.gov.

GRADUATION OF MASTER INSTRUCTOR DEVELOPMENT PROGRAM CLASS 21

In April, Class 21 of the Master Instructor Development Program (MIDP) graduated in San Diego on the flight deck of the USS Midway. There were 14 graduates. Upon graduation, they are able to provide assistance to regional academies, law enforcement agencies, and other instructors. The goal of the MIDP is to prepare a cadre of highly-skilled trainers capable of developing and presenting effective training.

The content of the MIDP covers adult learning concepts, instructional design and course development, enhanced subject matter expertise, research methods, formats and publication, emerging instructional technology, and coaching and mentoring. The program lasts for one year and involves 28 training days.

The courses/projects developed by Class 21 graduates include: *Field Training Officers – Adult Learning Concepts; Tactical Spanish for the Field Officer; School Resource Officer Command Course; Train the Trainer: Suicide Bombers and Improvised Explosive Devices; Train the Trainer: Recognizing Family Violence for Dispatch; Employee Motivation for Supervisors; Intelligence Preparation for Operations – A Framework for Intelligence Lead Policing; Officer Survival – Tactical Decision Making Under Stress; Police Contacts with the Mentally Ill; Motorcycle Training; Counterfeit and Fraudulent Document Instructors Course; Designing the Law Enforcement Wellness Program; Homeland Security for Law Enforcement Volunteers; and Wilderness Patrol Operations.*

Questions about the Master Instructor Development Program (MIDP) may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or Bryon.Gustafson@post.ca.gov.

FLORIDA DEPARTMENT OF LAW ENFORCEMENT ENDORSES JOB ANALYSIS OF INVESTIGATIVE FUNCTION

The Florida Department of Law Enforcement (FDLE) has expressed interest in adopting the findings of POST's recent job analysis of the investigative function. The FDLE is updating its Special Agent training and is interested in using POST's study to address core training needs and specialized training modules such as drugs and white collar crime.

The job analysis conducted by POST was unique. It not only prioritized observable tasks essential to investigations, but also yielded instructional strategies that enabled expert detectives' "invisible" cognitive processes to become visible and "mined."

Questions about the Detective Job Analysis may be directed to Senior Instructional Designer Sven Blomberg, Learning Technology Resource Center, at (916) 227-4547 or Sven.Blomberg@post.ca.gov.

POST OFFERS ON-LINE “EXECUTIVE ALERT” FOR VEHICLE PURSUIT TRAINING

POST has launched the first on-line “Executive Alert” video information presentation designed to help law enforcement executives understand the new annual pursuit policy training requirement set forth by Senate Bill 719 (2005) and Vehicle Code (V.C.) Section 17004.7.

The new training requirement is so important that POST decided to use Internet technology to brief law enforcement executives on the impact of this legislation and to assist executives with taking the steps necessary to meet the requirements of 17004.7 V.C. (immunity in vehicle pursuits). By July 1, 2007, agencies are required to develop pursuit policies consistent with POST guidelines (Penal Code Section 13519.8) and are required to conduct annual training on the components of the policy. Agencies must have officers attest to completing the training and understanding the policy, and agencies must retain records of attestations and training in order to qualify for immunity under 17004.7 V.C.

The 10-minute Executive Alert video may be accessed via the “What’s New” section of the POST website or may be viewed directly at <http://movfactory.com/executivealert/>. The Executive Alert on-line program concept provides timely, effective method for notifying law enforcement agencies of important training issues. The program is produced by the California POST Training Network (CPTN).

Questions about the on-line “Executive Alerts” may be directed to Senior Law Enforcement Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov.

ON-LINE FIRST AID/CPR COURSE DEVELOPMENT TO BEGIN

POST has selected Design Media of San Francisco to update the CD-ROM First Aid/CPR refresher course and to enable on-line access. Work on the project will begin in June and is expected to be completed in early 2008. Officers will be able to access the course through the POST Learning Portal. Twelve hours of Continuing Professional Training will be credited to officers completing the course.

The updated course will satisfy the classroom training requirements for peace officers established by the Emergency Medical Services Authority. Officers will be required to complete the demonstration portion of the refresher training after completing the on-line course. Agencies will be responsible for arranging skills tests.

It is anticipated that course design will include creation of user-friendly job aids for highly critical but rarely performed first aid procedures, such as dressing a chest wound or applying a splint. This aspect of the course design is in furtherance of Strategic Plan Objective B.5, “Study the feasibility of developing technology-based training tools that provide just-in-time information (i.e., tutorials, checklists, etc.) for use on patrol car computers and Personal Digital Assistants (PDAs).”

Questions about the First Aid/CPR course may be directed to Senior Instructional Designer Sven Blomberg, Learning Technology Resource Center, at (916) 227-4547 or Sven.Blomberg@post.ca.gov.

POST PRESENTS “ASK THE EXPERTS: STRAIGHT TALK AND PRACTICAL ADVICE ON THE ADA & FEHA AND THEIR IMPACT ON LAW ENFORCEMENT HIRING AND TRAINING”

Dates and locations have been finalized for a series of workshops on the impact of the Americans with Disabilities Act (ADA) and the California Fair Employment and Housing Act (FEHA) on California law enforcement personnel practices. These workshops will provide attendees the opportunity to ask questions and discuss issues with key representatives from the regulatory agencies authorized to enforce these laws. Panelists will include Sharon Rennert, Senior Legal Counsel, U.S. Equal Employment Opportunity Commission, Washington, D.C. headquarters; Paul Ramsey, Chief Counsel, California Department of Fair Employment and Housing; and Shelley Spilberg, Ph.D., POST’s resident expert on disability legislation and its impact on law enforcement hiring and training.

Separate sessions are planned for law enforcement management, background investigators, and academy directors. Session dates and locations are as follows:

Thursday, June 7, 8:00 a.m. – 12:00 p.m., South San Francisco
(Basic Course Consortium Attendees)

Thursday, June 7, 1:00 p.m. – 5:00 p.m., South San Francisco
(NorCal Background Investigators)

Monday, June 11, 10:00 a.m. – 3:00 p.m., LAPD, Westchester
(SoCal Chiefs, Sheriffs, and Managers)

Tuesday, June 12, 8:00 a.m. – 12:00 p.m., Chino
(SoCal Background Investigators)

Wednesday, June 13, 10:00 a.m. – 3:00 p.m., Sacramento Convention Center
(NorCal Chiefs, Sheriffs, and Managers)

Attendees will receive 4-5 hours of CPT credit under POST Plan #NA (non-reimbursable). POST offers these sessions free of charge. Due to space limitations, those interested in attending are encouraged to reserve a seat by contacting Bureau Secretary Mechelle Schultz, Standards and Evaluation Services Bureau, at (916) 227-4820 or Mechelle.Schultz@post.ca.gov.

Questions about the seminar series should be directed to Senior Personnel Selection Consultant Shelley Spilberg, Standards and Evaluation Services Bureau, at (916) 227-4824 or Shelley.Spilberg@post.ca.gov.

DRAFT PEACE OFFICER SELECTION STANDARDS PRESENTED TO POST ADVISORY COMMITTEE

On April 17, 2007, a draft revision of the POST selection standards for peace officers was presented to the POST Advisory Committee in Fresno. These standards will replace POST Regulation 1002 (peace officer selection criteria), and POST Procedures C-1 (Background Investigations) and C-2

(Medical and Psychological Examinations). The revised standards are written in a format consistent with the new layout of the POST Administrative Manual and will incorporate recent advancements in several areas of peace officer selection, including background investigations, psychological evaluations, and medical screening.

In May, POST will assemble a group of stakeholders to review these draft regulations and seek input. Meetings are tentatively scheduled for May 10 (Fairfield), May 11 (Los Angeles), and May 14 (Orange). Persons interested in attending one of these review sessions may contact Associate Analyst Melani Singley, at (916) 227-4258 or Melani.Singley@post.ca.gov for more information. Stakeholders are also invited to provide feedback in writing and should also contact Melani Singley for draft copies of the regulations.

Questions about the proposed selection standards for peace officers may be directed to Senior Personnel Selection Consultant Shelley Spilberg, Standards and Evaluation Services Bureau, at (916) 227-4824 or Shelley.Spilberg@post.ca.gov.

VEHICLE OPERATIONS SKILLS TEST DEVELOPMENT RESTARTS

On April 16, 2007, a steering committee met to resume work on the Basic Course skills test for Learning Domain #19 - Vehicle Operations. A nationwide review of law enforcement driving skills tests and related materials is underway, and a working committee of subject matter experts will be convened shortly. The development of a standardized vehicle operations skills test for the Basic Course is a requirement of POST Strategic Plan Objective A.4.

Questions about the Vehicle Operations Skills Test Development Project may be directed to Senior Personnel Selection Consultant Michael Catlin, Standards and Evaluation Services Bureau, at (916) 227-2570 or Michael.Catlin@post.ca.gov.

CALENDAR OF EVENTS ON THE POST WEBSITE

Due to security concerns, the POST Calendar of Events is located in the Flagship Network on the POST website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page.

STATUS OF CURRENT LEGISLATION

The following are bills in Legislative Session 2007-08 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 151</u> (Berryhill)	Peace Officers: This bill would include custodial officers, as specified, in the Counties of Glenn, Lassen, and Stanislaus within the definition of peace officer under PC 830.1(c). This bill would declare that it is to take effect immediately as an urgency statute. Commission Position: No position.	1st Reading To Senate Rules Cmte. (4/30/07)
<u>AB 325</u> (Nava)	Peace Officer Recruitment and Retention Commission: This bill would create the Peace Officer Recruitment and Retention Commission. This Commission would be required to have eight members, as specified, and develop a pilot project administered by the Commission that will develop, coordinate, and implement advertising, recruitment, and retention programs for peace officers in counties specified by the Commission. Commission Position: Support.	ASM Approp. Suspense (4/18/07)
<u>AB 890</u> (Aghazarian)	Correctional Peace Officer Standards and Training: This bill replaces the Corrections Standards Authority with the Commission on Correctional Peace Officer Standards and Training (CPOST). CPOST would be responsible for developing, approving, and monitoring standards for the selection and training of state correctional peace officers and apprentices. There is no appropriation for this legislation. Commission Position: No position.	ASM Approp. Suspense (4/18/07)
<u>AB 1079</u> (Richardson)	Crime Labs: This bill would require the Commission on Peace Officer Standards and Training (POST) to establish a task force to conduct a review of California's crime laboratory system and make recommendations how to best configure, fund, and improve the delivery of state and local crime laboratory services. Commission Position: Oppose, amend.	ASM Approp. Suspense (4/25/07)
<u>AB 1374</u> (Hernandez)	Peace Officers Reserve Housing Authority: This bill would add all reserve housing authority patrol officers employed by a housing authority among those reserve officers who are considered peace officers Commission Position: Neutral.	3rd Reading ASM – Passed to Senate (4/17/07)

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>SB 15</u> (Wyland)	Career Technical Education Vision Council: This bill would create the Career Technical Education Vision Council (CTEVC) to make recommendations regarding career technical education, as specified, and to develop a workforce preparation and strategic plan on or before December 31, 2008. Commission Position: Support, Amend	Senate Education Cmte. (1/18/07)
<u>SB 153</u> (Migden/Runner)	Victim Services: This bill creates the Child Advocacy Center Fund and the Victim Trauma Recovery Fund, assigns the Office of Emergency Services (OES) to receive and manage the distribution of these funds, and assigns redistribution percentages to the recipients of the Penalty Assessment Fund. Commission Position: Neutral.	Senate Approp. (4/30/07)
<u>SB 566</u> (Ridley-Thomas)	Peace Officer Standards and Training: Existing law establishes the appointment criteria for all members of the Commission on Peace Officer Standards and Training (POST). This bill would amend the criteria for appointment to the Commission, as specified by law, for four of the Commission members. Commission Position: No position.	1st Reading ASM Held at desk (4/30/07)
<u>SB 756</u> (Ridley-Thomas)	Criminal Investigations: This bill would require that on or before December 31, 2008, the Department of Justice, the Commission on Peace Officer Standards and Training, and specified law enforcement-related entities will develop guidelines for policies and procedures for the collection and handling of eyewitness evidence in criminal investigations. The guidelines would be transmitted to the Legislature with recommendations for any legislation needed to enforce the guidelines. This bill also requires that the Attorney General report to the Legislature on the training on, and voluntary compliance with, the recommendations. Commission Position: Oppose.	Senate Approp. (5/7/07)
<u>SB 987</u> (Romero)	State Correctional System: This bill would require the Commission on POST to provide training regarding tracing missing persons and victims of violent crimes, transferring this responsibility from the Corrections Standards Authority. Commission Position: Not reviewed by the Commission.	Amendments Accepted Senate Pub. Safety (4/24/07)